



**2019 Valley Coastal ASSP
Professional Development Conference
Wednesday, April 24, 2019
Airtel Plaza Hotel
Van Nuys, CA**

8:30 AM – 9:30 AM

Welcome / Introductions / Opening Keynote

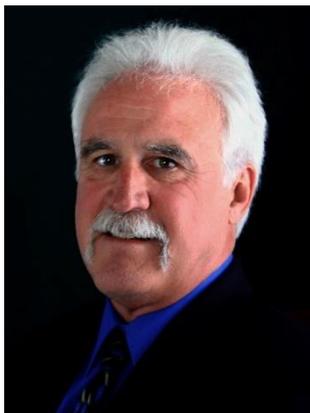
Thinking Outside The Box While Teaching Safety Data Sheet Usage

Nick Vent

Many companies and departments do not understand the globally harmonized Hazardous Communications standard or how to comply with it. We will go over some of the changes using an interactive dynamic method (Kahoots ®) and their cell phones. The New Safety Data Sheet format has changed but not all the problems have gone away. We will explore how to obtain Trade Secret information when unavailable and understand terms used. Adult learners can bore very easily during training classes. The method we will employ during this talk will involve everyone (even with there being 100+ in the room). Come with an internet accessible cell phone or computer to use during the talk and an open mind.

Learning Objectives:

1. The presentation will utilize interactive internet to entertain and educate the trainers in the audience
2. The presentation will examine the role of internet game playing to produce a better learning environment
3. The Safety Data Sheet is something the audience understands. So using it to educate the fellow trainers in the room will allow them to contrast how they currently train with this method (Kahoots ®)
4. Parts of the Safety Data Sheet are still difficult to understand. We will examine the 3 regulatory methods to obtain trade secret information when it is not provided on the SDS.
5. The overall presentation will explore the technical terms used on in the SDS. This will allow the audience to categorize and summarize these terms used.



**Nick Vent
Instructor
Sustainable Workplace Alliance**

Nick Vent retired after 28yrs as a Supervising Environmental Health Specialist with the County of San Diego. He managed the County of San Diego's Hazardous Incident Response Team (HIRT), which responds to all hazardous chemical releases in a jurisdiction of 4200 square miles with 18 cities. Mr. Vent is a nationally recognized and award winning, state certified hazardous materials response instructor with 30 plus years' experience training and certifying fire, law enforcement, and environmental professionals who respond to chemical emergencies. He currently is conducting Hazmat classes around the country, US Territories and even Europe. He has taught various environmental health courses at several colleges in California and around the country. He has a Bachelor's degree in Environmental and Occupational Health. But mostly he loves to travel the world and meet new people.

Breakout Session #1A 9:45 AM - 10:45 AM

Ross Kocen BSEE, MBA, NREMT

How Z490.1 Can Prevent Your Employees From ZZZ In Training

OSHA compliance requires Plans, Training and Documentation. This session will explore ways to develop a training program and methods to document the training. ANSI standard 490.1 outlines steps to develop to a safety training program. We will discuss ways to improve your Safety training to the next level.

Learning Objectives:

1. Understand ANSI 490.1 and how the standard can help you with your training program
2. Five key ways you can improve your safety training
3. Five key things that prevent you from having a successful training program

Ross Kocen BSEE, MBA, NREMT

VP Business Development

First On Scene Training

Ross Kocen is the VP Business Development for First on Scene Training. a leader in OSHA compliance consulting and disaster drill planning and implementation.

Ross Kocen holds a BS Electrical Engineering and received his MBA from Pepperdine University. He has certificates in Audit/Inspection, Lock Out/Tag Out, Train the Trainer Fall Protection, and Train the Trainer Forklift from OSHA Outreach Cal State Dominguez Hills. He is a National Registry Emergency Medical Technician (EMT).

Mr. Kocen is the training coordinator for Ventura County MRC.

Breakout Session #1B 9:45 AM - 10:45 AM

**Marijuana In The Workplace: Clearing The Air - How To Navigate
The "Legalization" Of Marijuana And Other Issues Of Drug Use And Drug Testing
Jennifer Raphael Komsky, Esq**

This presentation will provide guidance in coordinating the recent legalization of recreational and medical marijuana in California and other states and jurisdictions with the need to keep the workplace drug free. Being proactive and knowledgeable about the limits imposed by law on both individuals and employers will alleviate many employment problems for the duration of the employment relationship. This program is essential for anyone tasked with the recruitment, hiring or managing of employees.

Topics will include:

- The current status of state laws legalizing marijuana in conflict with federal laws criminalizing it;
- Trends and proposed legislation impacting use of marijuana by employees;
- Under what circumstances an employer may discipline an employee that appears impaired, even if the impairment is because of medical marijuana for a verified disability;
- When and under what scenarios may an employer drug test employees?;
- How to manage a positive drug test with no known indicators of impairment;
- Employment actions available in response to a positive drug screening;
- Background checks for drug convictions that are no longer illegal- When can they be conducted? What information can be obtained? What information must be provided to the applicant about the process?;
- Drug and other medical testing;

Learning Objectives:

1. Learn to navigate the landscape of conflicting laws about marijuana and other substances;
2. What are the trends in proposed legislation surrounding marijuana?;
3. Acquire knowledge about when and how an employer may take action against an employee suspected of using marijuana either for recreational or medical use;
4. Obtain knowledge about when and how to legally conduct drug screenings/testing;
5. Learn how to avoid disability discrimination claims when an employee has a medical marijuana card;
6. What drug and alcohol policies should be in place to ensure compliance with state and federal laws?

Jennifer Raphael Komsky, Esq.
Partner
Levinson Arshonsky & Kurtz, LLP

Jennifer is an employment law specialist, representing employers in all phases of litigation before State and Federal Courts as well as administrative agencies, including the Division of Labor Standards Enforcement, the Department of Fair Employment and Housing and the Equal Employment Opportunity Commission. She serves as a reliable advisor to human resource professionals and business owners, providing ongoing counselling and guidance on company policies and personnel matters. She also conducts workplace investigations and provides training to individuals and large groups in areas of sexual harassment, discrimination, retaliation, employee classification, disability accommodation, and wage and hour compliance.

Jennifer received her Juris Doctorate degree from the University of the Pacific McGeorge School of Law in 1997. She attended the University of California at Santa Barbara where she obtained her Bachelor of Arts degree in Sociology in 1994.

Jennifer was admitted to the State Bar of California in 1997 and is admitted to practice in all districts in California for the United States District Courts and the 9th Circuit Court of Appeals. Jennifer is a member of the Los Angeles County Bar Association. She also serves as Chair of the Personnel Committee for a local non-profit.

Jennifer's experience in all aspects of employment law covers virtually every industry, including non-profits and businesses ranging from small, family-run companies to nationwide and global corporations.

Breakout Session #2A 11:15 AM - 12:15 PM
Make It Safe: Protecting The Public In Or Around Construction Sites
Dave K Smith, CSP, ARM, CSHM

All construction and property owners have legal liability exposures for injuries, illness or damage caused by their operations. A sometimes-ignored element in a construction safety/risk management program is to protect the members of the public in or around your jobsites. The ASSP publishes an excellent tool ANSI/ASSE A10.34-2001 (R2012) Protection of the Public on or Adjacent to Construction Sites.

Dave Smith will discuss using the ANSI Standard to guide and document your efforts to prevent injuries. We'll review how construction contractors and owners are found legally responsible. The specific types of hazards, and hazard controls will be covered along with risk awareness for jobsite management. Bring your questions, or lessons learned, to a visually rich talk about protecting your organization.

Learning Objectives:

1. Understand legal Liability from operations, especially in California
2. Reduce Liability Exposures by using ANSI/ASSE A10.34-2001 (R2012) Protection of the Public on or Adjacent to Construction Sites
3. Recognize Specific Hazards and Controls, illustrated



Dave K Smith, CSP, ARM, CSHM
Managing Consultant
Dave Smith & Co

Career Summary Dave K Smith

- Board Certified Safety Professional with over 35 years of professional safety experience
- Broad industry experience in construction, manufacturing, services, and health care with Fortune 1000 companies to small employers
- Dave Smith & Co (20+ years), insurance risk control (15 years)
- Bachelor of Science, Safety Management, Cogswell Polytechnical College

Breakout Session #2B 11:15 AM - 12:15 PM
Update on Cal/OSHA's Recordkeeping Rule,
Incentive Program, Post-Incident Drug Testing
Dan Leiner, MS

This presentation will discuss:

- Understand Cal/OSHA – Enforcement, consultation, citations & penalties, and areas of focus
- Review hot topics e.g., heat illness, tree trimming, working in smoky environments, Cal/OSHA and the cannabis industry
- Regulatory update – electronic recordkeeping, hotel housekeeping, indoor heat illness, etc.
- Review frequently cited standards and what employers can do

Learning Objectives:

1. Attendees will be able to evaluate the workplace for safety and health hazards and be able to reduce the number of hazards in the workplace.
2. Attendees will be able to identify areas of focus for Cal/OSHA enforcement action and recognize what responsibilities an employer has under Cal/OSHA.
3. Attendees will be able to apply the Cal/OSHA heat illness prevention requirements to the workplace.



Dan Leiner, MS
Area Manager
Cal/OSHA Consultation Services

Dan Leiner is currently the Area Manager of the San Fernando Valley Cal/OSHA Consultation Services office in Van Nuys. He started his career with Cal/OSHA in 1994 as an industrial hygiene consultant with Cal/OSHA

Consultation's Santa Fe Springs area office before becoming an Area Manager in 2000.

Dan was an instructor with California State University, Dominguez Hills' certificate program in Environmental, Safety, and Health and with their OSHA Training Institute Education Center before joining the University of California, San Diego's OSHA Training Institute Education Center.

Dan has almost 30 years of experience in the health and safety field as an industrial hygienist working in the aerospace industry, on a Los Angeles County lead-using industry outreach project, and with Cal/OSHA Consultation.

Dan holds Bachelors and Master of Science degrees in Environmental and Occupational Health from California State University, Northridge.

Breakout Session #3A 1:30 PM - 2:30 PM
Cal/OSHA Citations And The Appeals Process
Dick Monod de Froideville, MPA

This presentation will discuss:

- Understanding the primary elements of a legitimate citation will lead to a better negotiating position to minimize the risk of citation.
- Understanding and controlling the types and strength of the evidence collected allows for a softer enforcement approach
- A discussion of the primary employer affirmative defenses and how to make use of them
- De-mystifying the processes to allow for better negotiations.

Learning Objectives:

1. How a citation is determined
2. Types and strength of the evidence
3. Grounds for Appeal
4. Informal Conference vs. Appeals



Dick Monod de Froideville, MPA
Owner/Operator
Dick Monod de Froideville H&S Consultancy and Training

Dick recently retired from the California Division of Occupational Safety & Health (Cal/OSHA) where he worked from 1980 to 2013 in both the Enforcement & Consultation Units where he conducted complaint or accident precipitated construction, electrical and industrial safety inspections, surveys or investigations; consulted with employer and labor groups, government agencies and the general public regarding occupational safety and health problems; conducted OJT and outreach training; applied safety and other applicable laws; implemented Department policies and recommended penalties or citations where appropriate, prepared for prosecution of citations and made presentations at hearings of Appeals Boards; prepared reports and correspondence; analyzed existing and proposed State regulations and policies on occupational safety and health associated with construction, electrical and industrial disciplines; acted in a lead capacity and assisted in training other staff; participated in special projects related to occupational safety and health in the construction, electrical and industrial disciplines. Acted as interim District Manager Dec. 2009- Feb. 2012

EDUCATION AND TRAINING:

1975-1990 USAF – Bio-Environmental Health Technician

1995 Bachelor of Science Degree in Health Sciences in Health Care Administration,
California State University Dominguez Hills

2006 Masters Degree in Public Administration, California State University Dominguez Hills

Breakout Session #3B 1:30 PM - 2:30 PM
People Are The Solution
Ron Gantt

Safety is inherently about people. People taking actions to care for themselves and others. It's unfortunate then that so much of safety management seems to treat people as a hazard to control. We take the stance that safety is about "protecting you from you, in spite of you." And then we wonder why there is so much mistrust and disengagement in organizations. What if there was a different way? This presentation will present an alternative perspective on the role of people in organizations and safety - people as the solution. This isn't saying that people are perfect. Instead, by actively creating the conditions where people thrive we not only make things safer, but we also achieve other organizational goals as well.

Learning Objectives:

1. Define the effect our beliefs about the role of people in organizational safety have on safety performance.
2. Identify the realities of organizational life and how those influence human performance.
3. List ways to create safety programs that not only avoid the worst but that also bring out the best in people.



Ron Gantt
Director of Innovation & Operations
Reflect Consulting Group

Ron Gantt is Director of Innovation & Operations at Reflect Consulting Group, a management consulting firm located in San Ramon. He has 17 years experience working with large and small organizations in industries such as construction, utilities, biotech, and chemical manufacturing. Ron has undergraduate degrees in safety and psychology and a graduate degree in safety engineering. He is a Certified Safety Professional and a Certified Environment, Safety and Health Trainer. Ron is also owner and contributor at SafetyDifferently.com.

Breakout Session #4A 3:00 PM - 4:00 PM
Controlling The Uncontrollable: Managing Employee
Exposures And Injuries In The Field
Irene Grace, M.D., M.P.H.

When an employee is exposed to conditions that may be hazardous to their health or experiences a non-emergency injury while working in the field, what can EH&S professionals do to more effectively manage the situation? During this presentation, an occupational medicine physician will offer practical advice based on an understanding of human anatomy, care management principles, best clinical practices and experience advising companies with field employees with physically demanding jobs. Topics include:

- Identifying and responding appropriately to common exposure concerns such as overexertion; slips, trips and falls; working at heights or in extreme temperatures; bites, stings and poisonous plants; toxic materials and air pollutants; fatigue; vehicle accidents, and chronic health conditions or medications that may affect physical/mental function.
- Encouraging early reporting of exposures, injuries or complaints of work-related physical discomfort.
- Facilitating immediate telehealth contact with an occupational nurse and/or physician to help manage first aid/self-care and clinic visits, as clinically appropriate.
- Using nurse case managers to ensure safe return to work during recovery.

Learning Objectives:

1. Understand when first aid for commonly occurring injuries is recommended and the difference between first-aid-level care and medical treatment that triggers a workers' compensation claim and OSHA-recordable incident.
2. Observe how findings from a telehealth delivery model allows supervisors to support employees in the field and engages employees in their own care by providing them with time-of-need information from a trusted clinician about their condition and anticipated recovery path.
3. Refresh knowledge of human anatomy and why certain body parts, such low back, shoulders, knees and hands, are more likely to be injured and how to better protect those body parts over time.
4. Identify reasons why safe work during recovery is beneficial for employees from a physical and mental health perspective, and how return to work contributes to attaining business objectives.



Irene Grace, M.D., M.P.H.
Associate Medical Director
WorkCare, Inc.

Irene Grace, M.D., M.P.H., first joined WorkCare's Associate Medical Director team in 2013 and, after completing another assignment, returned to our company in 2018. Dr. Grace is board-certified in occupational and environmental medicine. At WorkCare, she provides medical surveillance exam, injury triage, and Medical Review Officer (MRO) services. In addition, she is the Medical Director at several client companies. She is a qualified member of the Federal Motor Carrier Safety Administration's Medical Examiner Registry. Dr. Grace is based in both Orange County, Calif., and the Pacific Northwest.

She is the former Medical Director (Occupational Health Services Officer) for the City of Long Beach. Her experience also includes Medical Director for a private industrial clinic, medical-legal evaluations, drug and alcohol testing programs, and writing OSHA-mandated policies and procedures.

With a bachelor's degree in kinesiology from the University of California, Los Angeles, Dr. Grace has a strong background in the management of orthopedic injuries. She received her Medical Doctorate from the University of Southern California and completed post-graduate training in a combined program through UCLA and USC.

Breakout Session #4B 3:00 PM - 4:00 PM
Conquer Your Stress For Enhanced Performance And Improved Health
Kathy Gruver, PhD

It's estimated that stress is responsible for 60-90% of doctor's visits and, one million workers miss work each day because of stress, costing companies \$602 per employee per year, according the American Institute of Stress. Stress affects memory, cognitive function, decision-making, ability to take responsibility for our actions and risk taking. Stress management is especially important for health and safety professionals who must keep their cool in dangerous and emergency situations. It is imperative that we recognize that stress is not the problem - it's our reaction to our stress and we can learn to control it. Acquire cutting edge self-care techniques - affirmations, visualization, mindfulness techniques and mini-meditations - that attendees can do on their own for better health. Some can be practiced off duty and others are perfect for an 'in-the-moment' need. Dr. Gruver will share her decades of experience and you will walk away inspired to make positive changes in your life and your staff's life.

Learning Objectives:

1. Learn to identify the warning signs of stress and how they impact performance, safety and communication
2. Apply the practical knowledge of the mini meditation and mindfulness practice for immediate stress relief
3. Examine techniques such as breath work, affirmations and visualization in order to reframe stressful events and stop the fight or flight response.



Kathy Gruver, PhD has graced stages on four continents (including TEDx), three cruise ships and a handful of islands. Her combination of humor, performance background, real life experience and formal education makes her a well-rounded, in-demand speaker. She hosts the TV show based on her first book, *The Alternative Medicine Cabinet* and has earned her PhD in Natural Health. Dr. Gruver is the twelve-time award-winning author of seven books including,

Conquer Your Stress, *Workplace Wellness*, *Conquer your Stress at Work*, and *Journey of Healing*. She has studied mind/body medicine at the famed Benson-Henry Institute for Mind-Body Medicine at Harvard, and has been featured as an expert in numerous publications including *Glamour*, *Fitness*, *Time*, *WebMD*, *Prevention*, *Huffington Post* and *Dr. Oz's The Good Life*, and has appeared on over 250 radio & TV shows including *Lifetime*, *NPR*, *CBS Radio* and *SkyNews London*. In 2015 she had the privilege of creating a stress reduction program for the US Military and has been studying psychology and human behavior her entire life. She is also the co-host of the new *Fire and Earth Podcast*. For fun and stress relief Gruver does hip hop and flying trapeze.